UC Safety & Reform
Community Advisory Council

Monthly Update
September 26, 2017
Welcome

• Judge John A. West

• Community Breakfast Forum
  – November 2, 2017
  – Program: Exiger Semi-Annual Monitoring Report to Community

• UC Bearcats Football Game
OCJS Community-Police Relations Grant

• UC Public Safety selected to be awarded $40 K

• Funding for 3 programs:
  – UCPD Explorer Program ($30 K)
  – Community Forum Breakfasts ($5 K)
  – 2017 Peace Bowl Youth Football Tournament ($5 K)
Taser Deployment

- Meeting with Howard Family
- Training Update
- Perspectives from the Training Committee
Exiger Compliance Update

- Assessment of 158 of 276 Exiger Recommendations (ER)
  - 54 in Q1
  - 73 in Q2
  - 70 in Q3 (includes reassessment of 38 Q1 or Q2 ERs in partial compliance or determination withheld)

- Substantial Compliance for ERs assessed:
  - 52 in Q1
  - 35 in Q2
  - Q3 assessments still ongoing

- Expect **full compliance** in Q3 for 38 Recommendations being reassessed based on revision and dissemination of key policies

- 38 Recommendations scheduled for assessment in Q4 (Oct 1-Dec 31, 2017)

- Fundamental Recommendations: by end of Year 1, initial or complete assessment for 20 of 25

- 84 ERs remaining to be assessed for Year 2 or 3 in addition to those on annual re-assessment schedule
Recruitment & Selection Update

- Chief Anthony Carter, UC Police Division
<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
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<tbody>
<tr>
<td>Recruitment</td>
<td>Plan to attract qualified and diverse candidates. <strong>Ongoing</strong></td>
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<tr>
<td>Application Review</td>
<td>Applications reviewed for minimum qualifications. <strong>3 Weeks</strong></td>
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<td>Physical Agility Assessment</td>
<td>Applicants must pass a physical fitness exam. <strong>2 Weeks</strong></td>
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<td>Background Investigation</td>
<td>Criminal history, social media, credentials, work history, references check and home visit. <strong>5 Weeks</strong></td>
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<td>Polygraph Exam</td>
<td>Conducted by an outside vendor. <strong>4 Weeks</strong></td>
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<td>Behavioral/Psychological Exams</td>
<td>Conducted by an outside vendor, determines suitability of candidates to serve as police officer. <strong>6 Weeks</strong></td>
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<td>Interviews</td>
<td>Panel interview with students, faculty and staff or community members &amp; a command staff interview. <strong>3 to 4 Weeks</strong></td>
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<td>Job Offer</td>
<td>Chief submits list of candidates to receive conditional offers. <strong>1 Week</strong></td>
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All UCPD Applicants by Number Passing Each Hiring Stage

- Applied, n=352
- Valid Candidates, n=281
- Responded to UCPD Contact, n=105
- Interested, n=69
  - Showed Up at Physical Agility, n=48
  - Pass Physical Agility Test, n=40
  - Pass Behavioral/Psych. Exams, n=12
- Panel Interview, n=6
  - Pass Background Investigation, n=14
  - Pass Polygraph, n=12
  - Job Offer, n=3

Sep 26, 2017
3 Applicants offered job
Follow Our Progress

http://www.uc.edu/safety-reform